



# JSEC Newsletter

September 2011

Glendive Job Service c 211 South Kendrick  
Office 377-3314 c Fax 377-5831



*Contact Job Service for all your business needs.*

## Trying to Make Sense of Unemployment Figures by Matt Hull

The State's Research and Analysis Bureau recently released unemployment statistics for the month of June 2011. It was interesting to note that despite the apparent influx of workers in to the Glendive community over the last several months, unemployment in Dawson County rose from 4.1 in May to 5.1 percent in June. Additionally, the Glendive Job Service has seen a steady increase in the number of open job orders over the last few months, with as many as 165 openings in the office's service area (Dawson, McCone, Wibaux counties). These two factors would seem to predicate a decrease in the unemployment rate, but that is not the case.

According to Aaron McNay, an economist with the Montana Department of Labor and Industry, the June rise in unemployment is to be expected. "Based on our historical records, Dawson County regularly has a decline in employment from May to June. It appears that most of this employment decline is due to declines in education employment as schools begin to reduce their staff for the summer."

McNay noted that the hiring of seasonal employees by the city, county and state is taken into account and has some impact on the overall workforce numbers, but "the fact that we see employment consistently decline from May to June indicates that, on net, more jobs are lost than gained."

How is it that the Research and Analysis Bureau notes a net loss in the workforce in the midst of the steady increase of laborers? McNay said it has to do with the sources the Bureau uses to make their projections. "One of our primary data sources for breaking down employment by county comes from our Quarterly Census of Employment and Wages (QCEW) data set. It is one of the most reliable data sources we have available. However, this accuracy comes with the cost of timeliness. QCEW is collected quarterly in a cooperative effort between the State and the Federal Department of Labor using information gathered from employers. McNay continues, "One step in our initial estimation process uses projections on what we think the employment breakdown will be, based on historical

QCEW employment patterns." Because data for the current quarter has not yet been collected, QCEW data is most helpful as a predictor of employment, but not necessarily as a report of up-to-the minute labor market developments.

In other words, Dawson County labor market data from the past several years provides no indication that workforce growth would occur in the month of June. In fact, as noted earlier, the County's history has demonstrated the opposite. "If Dawson County is seeing an unexpectedly large increase in employment," McNay admitted, "our initial numbers are going to have difficulty picking that up." At the end of year, however, the Research and Analysis Bureau re-estimates employment numbers so that they can use actual QCEW data. With that in mind, McNay concluded that "it is quite possible that our revisions will move the employment numbers up for Dawson County."

Call Aaron McNay for more information, 406-444-3245.

### This Issue:

- Unemployment
- Career Fair
- Stand Down
- Tax Incentives
- Fall Seminar
- On the Job Training
- Apprenticeship
- JSEC

## County Unemployment Rates

July 2011 Information  
Unemployment Rate / Non-Seasonally Adjusted

MT	U.S.
7.2%	9.3%

County Unemployment Rates	
Dawson	4.4%
McCone	2.9%
Wibaux	3.5%

## Career Fair

A Career Fair is in the works for area students. The date is Wednesday, **November 2, 2011.**

High school students from Baker, Broadus, Circle, Ekalaka, Fairview, Glendive, Jordan, Lambert, Plevna, Richey, Savage, Sidney, Terry, and Wibaux high schools will be invited to visit the Career Fair between noon and 3:30 on

November 2nd.

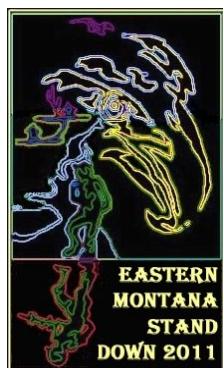
The Committee offers the opportunity to all area businesses to have a booth at the 2011 Career Fair. Anyone who is interested in contributing to the Career Fair in any way is welcome to contact a member of the Committee or call Job Service 377-3314.

Watch for additional information SOON!

Committee members are: Lonnie Cross, Jim Ger-mann, Darla Handran, Matt Hull, Christina Miller, Barb Stairs, and Tim Wall.



## Eastern Montana Veterans Stand Down



### Eastern Montana Stand Down 2011

September 17<sup>th</sup> 2011  
9:00 a.m. to 5:00 p.m.  
Sidney Fairgrounds Event Center  
Sidney, MT

Volunteers are needed, even for short blocks of time! Contact Vernetta Torgerson or Jacklyn Damm at 406-433-1204.

*Stand Down 2010, held in Glendive, served over 135 Veterans and had the assistance of 175 volunteers.*

## ADA Tax Incentives

Tax incentives are available to encourage compliance with the Americans with Disabilities Act. Unfortunately, many business owners and employers are unaware that these incentives exist. Three examples of these incentives are: the Architectural/Transportation Deduction, the Small Business Tax Credit and the Work Opportunity Tax Credit. The Architectural/

Transportation Deduction can be used for removal of physical, structural and transportation barriers. The maximum tax credit is \$15,000.00. The Small Business Tax Credit can be used to comply with ADA Standards with a maximum credit of \$5,000. Work Opportunity Tax Credit, with a maximum credit of \$2400, is used to encourage the hiring of targeted groups

such as SSI recipients and Vocational Rehabilitation referrals.

There may also be tax incentives available through the State of Montana. Make sure your business takes advantage of the valuable incentives by contacting National Network of ADA Centers at 1-800-949-4232 or go to [www.adata.org](http://www.adata.org).

## FALL SEMINAR: Social Media - What is an Employer to Do?

This seminar will explore the benefits and pitfalls of social media policies in the workplace. Generational characteristics will be discussed in relation to the need for social media policies. Conflict management tips will be introduced to assist participants with issues when they arise.

### HOW YOU WILL BENEFIT

- Learn why it is important to have an understanding of social media's influence in the workplace
- Understand the organizational benefits

of social networking

- Realize potential hazards of holding employees accountable in social networking situations
- Learn how generational differences may relate to social networking issues
- Discover ways to handle conflict situations when they present themselves.

### WHAT WILL BE COVERED

- Policy "do's" and "don'ts"
- Discipline/termination for social networking infractions

- Sample social media policy
- Generational characteristics and differences
- Fear of handling difficult employee behaviors
- Tips to confront

**WHEN** November 16th, 8:30am-Noon

**COST** \$45 per attendee

**LOCATION** Carney Conference Center

**PRE-REGISTER** Call Job Service 377-3314 or email [GlendiveJSC@mt.gov](mailto:GlendiveJSC@mt.gov)

## OJT (On the Job Training) Would It Work For You?

Is there an opening in your business for a position you are not finding a person with the exact qualifications? Have you thought about training an individual to your specifications while the individual works for you? Did you know you can be reimbursed for training, on-the-job, an individual who is eligible for Workforce Investment Act programs?

This is how it works: You hire a person that can be trained to do the job and who is eligible to receive services under the Workforce Investment Act. Your local Job Service Specialist writes a training plan with your input and assistance. Length of training—dependent on the type of job—is determined through O\*Net, and an on-the-job

training contract is drawn up between your business and the Job Service. The wage for the worker is set according to your business pay scale.

As an example ~ Employer X wants to hire Pat Doe as an employee, but Pat needs training in the knowledge or skills essential to perform the job (i.e. mechanic, billing clerk, dental assistant, energy auditor, administrative assistant, general manager, operating engineer, human service assistant, etc.). Pat Doe is eligible for OJT through the WIA Adult program, so a contract is drawn up between Employer X and Job Service. Employer X agrees to provide necessary equipment and training, and once Pat Doe successfully completes the

OJT period (between 400 and 2,080 hours—most commonly 1,200 hours), Pat is retained in permanent employment with Employer X. During the training period, Job Service reimburses Employer X up to 50% of the regular wages paid to Pat Doe by Employer X on a monthly basis. So, if Pat makes \$12 per hour at the job and the OJT contract is for 1,200 hours (approximately 6 months), Employer X can save up to \$7,200 while training Pat Doe for a permanent position with the company.

If you are interested in saving money while training new workers on-the-job, please contact Dawn Guenzi at 377-3314 ext. 209.

## Apprenticeship--A Smart Business Investment

Apprenticeship provides a means of training workers to industry standards while on the job.

Did you know that there are 200 occupations in Montana that have Registered Apprenticeship Programs? Everyone realizes that construction trades are apprenticeable—plumbers, electricians, heavy equipment operators, etc. In addition to these is a wide variety of occupations that could in-

volve apprenticeship.

Notable in the Montana Apprenticeable Occupations list are beekeeper, butcher, child care development specialist, cook, dental assistant, drafter, geophysical prospector, gunsmith, jeweler, legal secretary, locksmith, medical technologist, orthotist, photographer, real estate appraiser, respiratory therapist, and many more.

To see the complete list of occupations with Registered Apprenticeship Programs, go to <http://wsd.dli.mt.gov/apprenticeship>. The website has a wealth of information including a video that explains the benefits of apprenticing. Explore the possibilities of your business training and developing highly skilled workers through the Apprenticeship Program.

## JSEC - A Community Asset

The Job Service Employer Committee (JSEC) is a powerful tool that ensures effective use of your tax dollar, influences how Job Service works, taps into educational and training resources, impacts programs to meet business needs, and provides a statewide network among employers.

The Glendive JSEC serves as an advisory board to Job Service, which has been proven to be a productive and effective public/private partnership. JSEC basically is local business people identifying and addressing the needs of their fellow business

community members. The JSEC also serves as the advisory board to the Business Management Program at Dawson Community College. Members provide input to ensure the courses taught adequately prepare students for the real world of work.

JSEC in Glendive sponsors low-cost, educational seminars right in town, saving travel and per diem dollars. JSEC youth activities include supporting Jobs for Montana's Graduates and hosting a Career Fair every other year. In addition, JSEC awards up to three \$500 scholarships to graduating seniors who intend to

further their education at Dawson Community College fall semester following graduation. The scholarships are offered to Circle, Dawson County High, Richey and Wibaux County High School students. To enhance networking among business, individuals and public sector, JSEC sponsors the JSEC Classic Golf Tournament annually.

The Glendive JSEC has been an asset to the community for 23 years and continually seeks ways to contribute to the economic well-being of Glendive and the surrounding area. If you would like to become a member of this

and useful group, please contact MaryAnn Vester, Chair 377-9409, Lonnie Cross, Job Service Manager 377-3314 ext 203, Darla Handran, JSEC Coordinator 377-3314 ext 206, or any member.



### JSEC Members

Pat Cunningham  
Dawson Community College

Jerry Jimison  
City of Glendive

Joetta Percy  
Glendive Medical Center

Kim Trangmoe  
Chamber of Commerce & Ag

Jim Germann  
Glendive School District

Jeffrey Kirby  
BNSF Railway

Barb Stairs, JSEC Vice-Chair  
Mid-Rivers Communications

MaryAnn Vester, JSEC Chair  
Dawson Community College

Nick Haag  
Montana Dakota Utilities

Christina Miller  
WoRC Program

Stacey Stanfill  
BOSS Office

Tim Wall, JSEC Treasurer  
Community First Bank

Lonnie Cross  
Job Service Manager

Darla Handran  
JSEC Coordinator & Newsletter Editor

<http://glendivejobs.mt.gov>

Interested in becoming a member of JSEC?  
Call JSEC Chair, MaryAnn Vester at 377-9409 or any JSEC member.

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